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Not Licensed to
Practice law in
Indiana

Arbitration Experience:

Labor Arbitrator since 1972, grievance arbitration, interest arbitration, fact-finding and mediation. Rail experience is in discipline issues. Public sector includes municipal workers, professional teachers, police, fire, proprietary operations, and all other state and local government employees. I have substantial experience in interest arbitration and fact-finding in a number of different states. Private sector includes substantial experience in heavy manufacturing, coal, health care, paper, service, postal, private charity, transportation, food service, automotive, metal fabrication, and construction. Federal sector experience also includes civilian employees of the military.

Permanent Panels:

State of Iowa and UE/IUP
City of Cedar Rapids and AFSCME, Local 620
U.S. Postal Service and Nat'l. Ass'n. of Letter Carriers
(Midwest Regional Panel, panel dissolved Dec. 2002)
United Mine Workers and Bituminous Coal, Region V (ended
1995)

Arbitration Panels:

Federal Mediation and Conciliation Service, Wisconsin
Employment Relations Commission, Iowa Public Employment
Relations Board, Illinois Educational Labor Relations Board,
Illinois State Board of Education, Kansas Public Employee
Relations Commission, National Mediation Board, Montana
Personnel Appeals Commission, Washington Public Employment
Relations Board; Oregon Employment Relations Board

Professional Affiliations:

National Academy of Arbitrators, (Chair, Region 11, 2006-now
Industrial Relations Research Association, Wis. Chapter,
Director, (1987-now)
Wisconsin Bar Association, Chairman, Labor and Employment
Law Section, 1993-1994. Director (2002-now)
American Bar Association, Section on Labor and Employment
Law, member
National Association of Railroad Referees, member

Employment History:

2005-now Attorney, WERC, private arbitration practice

1980-2005, private law practice, arbitration, mediation and alternative dispute resolution of private civil disputes

1992-1993, part-time project, Settlement Conference Administrator/Administrative Law Judge, Equal Rights and Labor Standards Division, Wisconsin Department of Industry, Labor and Human Relations (project was to create a system of mediation of civil rights disputes, act as administrative law judge, and train staff in mediation)

1972-80, mediator, grievance arbitrator, administrative law judge, Wisconsin Employment Relations Commission, mediated over 1,000 contract disputes, arbitrated over 100 grievances, heard unfair labor practice and representation matters, in the private, state and local government sectors

Rail Training and Statutory Dispute Resolution Training:

Union Pacific and UTU, May 2006
Certified by NMB in Railroad Dispute Resolution, Sept. 2002
Certified in arbitration of statutory disputes,
Cornell University (NAA and AAA joint program)
NAA statutory dispute training update, October 2006

Education:

University of Wisconsin, J.D., 1972
University of Wisconsin, B.A. (math), 1968

Professional Activities:

Instructor, Marquette University, Certificate in Labor Relations Program (1982, 1988, 1991).
presenter, 1993 State Bar of Wisconsin Convention
co-author, Dealing Effectively with Public Sector Labor Relations Agencies (IPMA, PERL 61, 62, 1981)

Other Skills

Private Pilot, instrument rated